

*City of* **PHENIX CITY Alabama**

601-12th STREET  
PHENIX CITY, ALABAMA 36867  
(334) 448-2751 - FAX (334) 448-2712

EXHIBIT

111411

ALL-STATE LEGAL®

RAY BUSH  
COUNCIL MEMBER AT LARGE

JOHN STOREY  
COUNCIL MEMBER DISTRICT 1

GAIL BRANTLEY  
COUNCIL MEMBER DISTRICT 2

ARTHUR SUMBRY  
COUNCIL MEMBER DISTRICT 3

H. H. (Bubba) ROBERTS  
CITY MANAGER

BARBARA GOODWIN  
PERSONNEL DIRECTOR

MARTHA HARRIS  
CITY CLERK

May 18, 2006

David Davis  
185 Lee Road 236  
Phenix City, AL 36870

RE: Personnel Review Board Hearing

Dear Mr. Davis,

Please be advised that it is my determination along with the unanimous recommendation of the Personnel Review that your termination dated April 21, 2006 for violation of the Merit System Rules and Regulations Group II Line 4 and Group III Line 6 is upheld. Enclosed please find a copy of letter dated May 16, 2006 signed by Mr. Bobby Kilcrease, Chairman of the Personnel Review Board.

Sincerely,

H. H. Roberts  
City Manager

cc: Bryan G. Polisuk  
File